My Workplace and I

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Agenda

- Target Mission
- Fulfilment Goals
- Individual Performance Goals
- Performance Gaps
- Gap Analyzation
- Improvement
- Implementation Plan

Target Corporation

"To help all families discover the joy of everyday life"

Fulfilment Goals

- "Increase sales through continually innovating how guests get their hands on product from Target.com"

Individual Goals

- Work quickly, safely and efficiently to ensure accurate processing of merchandise to our guests
- Maintain an organized, neat, and clean work area
- Complete assigned job tasks on time
- Work as a team and communicate efficiently

Performance Gaps

- Messy pack stations
- Lack of replenishing supplies
- Low team motivation

Gap Analyzation

Overflow of store inventory

Overall low store presentation

Pay raise arguments

Higher expectations with same pay and hours cut

Lack of Motivation

Team member turnover

How to improve?

MORE LEADER PRESENCE

HOLDING TEAM MEMBERS ACCOUNTABLE

LISTENING TO TEAM MEMBER FEEDBACK

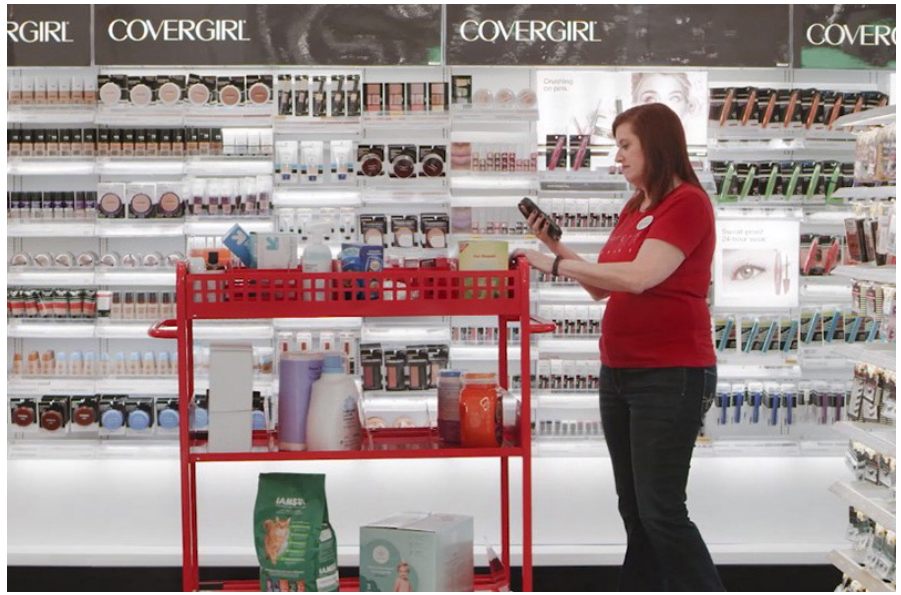
Implementation plan

Leader- team member check ins

Make a clear replenishment schedule

Group meeting with entire team

Have one-on-one meetings to get feedback



Fulfillment